

## REMUNERATION COMMITTEE CHARTER

### ALCHEMY RESOURCES LIMITED ("COMPANY")

#### 1. Role

The role of the Remuneration Committee (or, in its absence, the Board) is to assist the Board in monitoring and reviewing any matters of significance affecting the remuneration of the Board and employees of the Company.

The role of the Committee is to fulfil its corporate governance responsibilities with respect to remuneration by reviewing:

- (a) remuneration packages of executive Directors, non-executive Directors and senior executives; and
- (b) employee incentive and equity-based plans including the appropriateness of performance hurdles and total payments proposed.

#### 2. Composition

The Board will strive to adhere to the following composition requirements for the Committee where at all possible, acknowledging that the composition of the Board may not allow adherence to the following composition requirements from time to time.

Where practicable, the Remuneration Committee shall be structured so that it:

- (a) consists of a majority of independent directors;
- (b) is chaired by an independent director; and
- (c) has at least three members.

If a member ceases to be a director of the Board, that member ceases to be a member of the Committee.

From time to time, non Committee members may be invited to attend meetings of the Committee, if it is considered appropriate.

#### 3. Operations

The Committee shall meet at least once a year and otherwise as required. Minutes of all meetings of the Committee are to be kept and a report of actions taken or recommended is to be given at each subsequent meeting of the full Board. Committee meetings will be governed by the same rules as set out in the Company's Constitution, as they apply to meetings of the Board.

## **Responsibilities**

The responsibilities of the Remuneration Committee include a review of:

- (a) the Company's *Remuneration Policy* and framework;
- (b) senior executives' remuneration and incentives; and
- (c) superannuation arrangements.

## **Executive Remuneration**

In considering the Company's *Remuneration Policy* and levels of remuneration for executives, the Committee make recommendations which:

- (a) motivate executive Directors and senior executives to pursue the long term growth and success of the Company within an appropriate control framework;
- (b) demonstrates a clear correlation between senior executives' performance and remuneration;
- (c) aligns the interests of key leadership with the long-term interests of the Company's shareholders; and
- (d) prohibits executives from entering into transactions or arrangements which limit the economic risk of participating in unvested entitlements.

To the extent that the Company adopts a different remuneration structure for its executive Directors, the Committee shall document its reasons for the purpose of disclosure to stakeholders.

## **Non-Executive Remuneration**

In considering the Company's *Remuneration Policy* and levels of remuneration for non-executive Directors, the Committee is to ensure that:

- (a) fees paid to non-executive Directors are within the aggregate amount approved by shareholders and make recommendations to the Board with respect to the need for increases to this aggregate amount at the Company's Annual General Meeting;
- (b) non-executive Directors are remunerated by way of fees (in the form of cash and superannuation benefits);
- (c) non-executive Directors are not provided with retirement benefits other than statutory superannuation entitlements; and

- (d) non-executive Directors are not entitled to participate in equity-based remuneration schemes designed for executives without due consideration and appropriate disclosure to the Company's shareholders.

To the extent that the Company adopts a different remuneration structure for its non-executive Directors, the Committee shall document its reasons for the purpose of disclosure to stakeholders.

### **Incentive Plans and Benefits Programs**

The Committee is to:

- (a) review and make recommendations concerning long-term incentive compensation plans, including the use of equity-based plans. Except as otherwise delegated by the Board, the Committee will administer equity-based and employee benefit plans, and as such will discharge any responsibilities under those plans, including making and authorising issues of equity, in accordance with the terms of those plans;
- (b) ensure that incentive plans are designed around appropriate and realistic performance targets that measure relative performance and provide rewards when they are achieved without rewarding conduct that is contrary to the Company's Code of Conduct or risk appetite; and
- (c) continually review and if necessary, improve any existing benefit programs established for employees.

#### **4. Authority and Resources**

The Committee may seek input from individuals on remuneration policies, but no individual should be directly involved in deciding their own remuneration.

The Committee may, when it considers it necessary or appropriate, obtain advice from external consultants or specialists in relation to remuneration related matters.

Approved by the Board of Alchemy Resources Limited on 14 September 2021.